

# 2018 Gold Coast HR Symposium

Hilton Hotel | 16 February 2018



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INVESTIGATIONS

# Program

8.30	Registration
9.00	Investigative interviewing
10.00	Ensuring compliance with WHS duties and codes of practice
	Morning tea
10.55	HR 'on the clock'
11.40	Who foots the bill in regulatory proceedings?
	Lunch
1.35	Leading through change: are we all heading in the same direction?
2.20	Managing confidential information and restraints of trade
	Afternoon tea
3.15	Should I take that call, or had I "better call Saul"?
5.00-6.00	Networking drinks and canapes

## Cost per delegate

Early bird offer: register and pay by 21 December 2017 - \$350+GST (save \$100.00)

Payment received after 21 December 2017 - \$450+GST

To register, please complete the [Registration Form](#) per person and [Payment Form](#)

Enquiries: Bec Blacker 07 5553 9551 or [hrsymposium.goldcoast@minterellison.com](mailto:hrsymposium.goldcoast@minterellison.com)

# Investigative interviewing

## *Efthimia and Stephanie Voulcaris*

Conducting interviews into employee misconduct can be a difficult and sometimes daunting task for HR professionals. Investigative interviewing is entirely different to recruitment interviewing, and errors in the interview process can often lead to the derailment of investigations and subsequent decisions. In this session, you will learn from the experts about the rules, theory and practice of workplace investigative interviewing including pitfalls, best practice tips and practical skills HR professionals need to know.

***Efthimia Voulcaris*** is a Partner of Devaney Investigations and is an independent workplace and corruption investigator. She is also admitted as a lawyer in the State of Queensland and is a HR professional certified by the Australian HR Institute. Efthimia conducts investigations and consults with Local and State Government departments, not-for-profit organisations and employers. She is appointed to Government services and investigations panels as an external and independent investigator.

*She has gained extensive experience undertaking complex investigations in the public and private sector. Efthimia is considered a trusted advisor called upon to provide recommendations to Government Agencies following findings of systemic issues relating to Government practices, procedures and policy. Efthimia has an expert understanding of the theory of investigation standards, procedural fairness, practices and procedures, employment principles and Code of Conduct obligations in the private and public sector. She also has thorough knowledge and understanding of legal processes as a result of her legal experience as an employment lawyer.*



*Efthimia commenced her career at Minter Ellison and over her 6 years' of service there, she gained experience in litigation and employment law. She was the lawyer for the Australian Paramedics Association for a period of 5 years, and is currently engaged as the external and principal industrial advisor for the Australian Paramedics Association in Queensland and Tasmania.*

**Stephanie Voulcaris** *is a Partner of Devaney Investigations and has extensive experience in fraud, bribery and corruption investigations, forensic accounting, compliance and external audit.*

*Stephanie's sector experience includes Government, construction, transport, telecommunications, pharmaceutical and sports. In the 7 years prior to joining Devaney Investigations, she worked for leading consulting firms around the world.*

*In 2014, Stephanie was seconded from EY to The Royal Commission into Trade Union Governance and Corruption. She managed the Forensic Accounting team within the Royal Commission, and was responsible for substantiating allegations of bribery, kickbacks, corruption and financial misconduct through interviews and forensic review of accounting and financial records.*

*Stephanie has more recently gained experience working in consulting firms in London with a focus on fraud, forensic accounting, compliance and commercial and international arbitration disputes.*

*Stephanie holds a Bachelor of Business (Accountancy) with Distinction from the Queensland University of Technology and is a Member of the Institute of Chartered Accountants Australia. She is a Licensed Private Investigator in both Queensland and New South Wales.*



# Ensuring compliance with WHS duties and codes of practice

## *Trevor Love and Michael Cole*

Michael will discuss the impact of the recent amendments to Queensland's work health and safety (WHS) legislation. This will include the new offence of industrial manslaughter and the strict obligations to comply with applicable codes of practice.

Trevor will outline the practical steps businesses can take to ensure health and safety in the workplace, and compliance with applicable duties and codes of practice. In particular, Trevor will focus on the WHS audit processes that businesses can undertake to assess compliance and identify corrective actions.

***Trevor Love** has 37 years' experience as a health and safety professional and is the Principal Partner of AusSafe Consulting. Trevor established AusSafe Consulting in 1987 and has overseen the expansion of the company to include offices in 3 States and a team of 20 consultants.*

*Trevor is a Fellow and Life Member of the Safety Institute of Australia and was involved with the Institute at a senior executive level for more than 20 years (since 1989).*

*Trevor has also maintained an active role with relevant academic institutions, including the University of Qld and*



*Qld University of Technology, and is on the WHSQ Expert Reference Group for Safety Leadership and Safety at Work.*

*He has been providing expert health and safety advice within Australia and around the world in his capacity as Principal for over 30 years, and his reputation and standing in the health and safety profession is well recognised.*

**Michael Cole** *is a workplace relations expert who has spent his career working at leading global law firms advising and representing employers in all areas of employment, industrial relations and WHS law.*

*Michael has acted for a significant number of major corporations in the financial services, energy and resources, transport, manufacturing, waste management, infrastructure and construction industries.*

*Michael has a wealth of experience advising clients on all aspects of WHS law matters, including:*

- *compliance with duties under WHS laws in various jurisdictions, including in Qld and NSW;*
- *conducting legally privileged compliance audits for assurance and verification purposes;*
- *workplace incidents and conducting legally privileged investigations; and*
- *regulatory investigations and prosecutions, and coronial inquests regarding workplace incidents.*



# HR 'on the clock'

## Jessica Platts

A short-term project, such as an international multi-sport event like the Commonwealth Games, requires a different, more agile approach to strategic HR management. HR 'on the clock' explores how pragmatism and innovation in HR decision-making, and creating an enabled workforce is essential when it's necessary to just get things done.

Jessica will share her experiences from within this unique industry and discuss lessons learned from her experience with the Commonwealth Games, that could be applied in the day-to-day world of HR leadership.

**Jessica Platts** is a pragmatic and commercially-minded HR Director in the Sports and Major Events industry. Jessica's experience spans a variety of HR disciplines, continents and high-profile sporting organisations. Jessica has worked with Melbourne 2006 Commonwealth Games, FIFA 2010 World Cup, London 2012 Olympic and Paralympic Games, Rio 2016 Olympic and Paralympic Games. Her current role is Head of Workforce (HR) for the Gold Coast 2018 Commonwealth Games Corporation.

Jessica is passionate about adding value to an organisation by ensuring that at all times HR strategy aligns to business objectives. Working within a major, multi-sport event environment requires the ability to lead large organisations (1000+ employees) through start up, growth, transformation, operations and dissolution. To do this, Jessica abides by her mantra: simplify the complex and make the slow faster!



# Who foots the bill in regulatory proceedings?

*John Dwyer*

Recent decisions in the Federal Court of Australia have brought into question the powers of the court to order that individuals pay civil penalties.

More broadly there have been questions raised about the validity of insurance contracts that purport to indemnify businesses and individuals for fines in the WHS jurisdictions.

John looks at the current state of the law on this issue and the likely implications for parties to regulatory proceedings.

***John Dwyer** is Barrister of the Queensland Bar Association, located at the Inns of Court, Brisbane. John was admitted as a solicitor in 1993. He came to the bar in 2005.*

*He has specialised in the field of employment law his entire career. He has been a casual lecturer at the QUT legal practice course since 1995 and lectures in the areas of advocacy and employment law.*

*He has been a member of the Q-Comp barristers panel since 2008.*



# Leading through change: are we all heading in the same direction?

## *Dr Genevieve O'Reilly*

Leading a change process in any organisation is complex. There are many ideas on the right way to do it, but it is rare to hear of these situations being managed well. Decisions, often well intentioned, can result in misunderstandings, collateral damage and disengagement.

There is no silver bullet for getting it right, but there are a few fundamentals that can help minimize fallout; having an aligned leadership team is one of them. Join Genevieve as she unpacks the case study of leading change at the Australian Industry Trade College.

***Genevieve O'Reilly*** is presently the Executive Officer People & Culture at the Australian Industry Trade College.

*With a diverse professional background spanning Business, Education, and Psychology, Genevieve's focus at the College is to facilitate a positive and productive workforce where people are committed, empowered and inspired.*



# Managing confidential information and restraints of trade

## *William Van Caenegem*

This session will cover the key legal principles relating to confidential information and restraints of trade in the employment context, including recent legal developments and case studies.

William will then move on to provide some practical insights and tips employers should bear in mind when managing these issues in the workplace.

***William van Caenegem*** is a Professor at the Faculty of Law at Bond University. He specialises in intellectual property law, including the law of trade secrets, about which he published a book recently with Kluwer Law International under the title 'Trade Secrets and Intellectual Property Breach of Confidence, Misappropriation and Unfair Competition'.

*With colleagues at the University of Melbourne he was involved in an Australian Research Council funded research project concerning the effect of non-compete clauses on the mobility of employees in Australia.*

*He holds degrees in law from universities in Belgium, a Doctorate from the University of Cambridge, UK, and is a Barrister of the Supreme Court of Queensland.*



# Should I take that call, or had I “better call Saul”?

## *Kerry Gibb*

We’ve all received that innocuous phone call or email – the one from an employee or supervisor ‘just letting HR know’ about ‘something that’s happened’ in the workplace, that ‘HR should be aware of’.

Often these matters are quickly and easily dealt with, but sometimes critical issues can be easily missed. Kerry will take us through a case study to assist HR practitioners to identify common pitfalls and identify legal risks when they arise – even if disguised!

***Kerry Gibb*** has a broad range of workplace law experience in a variety of industry sectors, and is currently the only Queensland Law Society Workplace Relations Accredited Specialist on the Gold Coast.

*Kerry has more than 20 years’ experience in workplace relations initially as an HR Manager before becoming a workplace lawyer. Kerry has held roles in the public and private sector, both in-house and in private practice. This unique experience and skill-set is the foundation of Kerry’s pragmatic and real-world solutions approach to workplace issues.*



# Registration Form

Full Name

Job Title

Company name

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Dietary requirements

Please return a completed registration form for each delegate by fax to 07 5575 9911 or email [hrrsymposium.goldcoast@minterellison.com](mailto:hrrsymposium.goldcoast@minterellison.com).

If more than one person from your organisation is attending, only the first delegate need complete the postal address details.

Registration will only be confirmed upon receipt of payment.

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